



NORES NEWS

September 2018 – The month dedicated to the Seven Sorrows of Mary
Diocese of Northampton, Office for RE, Evangelisation, Catechesis & Schools
SUPPORTING CATHOLIC EDUCATION AND FORMATION
33 Westbourne Road, Luton, LU4 8JD Telephone: 01582 723312

From the Episcopal Vicar *Mgr Kevin*

Welcome to the new academic year – which begins in between two major events for the Church in these islands.

- **the World Meeting of Families**, in Dublin, with Pope Francis, celebrating Mass for the gathered people

- **the National Eucharistic Congress** in Liverpool from September 7-9.

These two public events are both public affirmations of our faith and our desire to live fully the Christian gospel. Our hope and prayer is that they will have lasting and powerful effect for the Church and our society. We need these experiences to remind us of the great gift of faith we have been given and of the goodness of the life we share as part of the Catholic Church. They indeed give us strength to live as Christians serving God and the world.

We do so in the light of **Pope Francis' letter on abuse within the Church**, which we have circulated to all schools. This has so sadly also been reflected in the reports on two Catholic boarding schools in our own country. As the Pope reminds us if one part of the body suffers, all suffer. So too there is a real sense of corporate responsibility that we must not avoid. Pope Francis points out: "Without the active participation of all the Church's members, everything being done to uproot the culture of abuse in our communities will not be successful in generating the necessary dynamics for sound and realistic change." The strength we gain from being Church must enable us also to shoulder the need for change wherever it is needed.

It is a real challenge to the Church, to all who live and work within Catholic institutions, to ensure that goodness of life is our guide at every level, and in every aspect of our work. Christ describes his own mission as – *I have come that they may have life and have life to the full [John 10:10]* Those profound but simple words are surely the mission of every Catholic school – to ensure that all who study and work therein or are in any way connected with it, will find the school life-giving in every sense. Our gospel values are deeply human values which we share with so many good people in today's world. The inspiration for living those values to the full comes from the benefit of a living relationship with the Lord. We need to renew our commitment to ever deepening that relationship through prayer, through living as Christ wants us to live, and to helping our young people find that in Christ is their true Way.

A BLESSING as our SCHOOL YEAR BEGINS

God is the source of all wisdom and knowledge. Let us ask him to bless those who seek to learn, their teachers and all who work in and for our schools.

For students as they begin this new school year that the Spirit of God may grant them the gifts of wisdom and understanding.

For teachers, that they may share their knowledge with gentleness, patience and concern for their students. For those who work to support learning and the smooth operation of our schools that they may see their work bear fruit in the lives of our young people.*

For those who are responsible for the governance and pastoral care of our school that they may always serve others with the love and tenderness of Christ.*

For those who seek knowledge of the things of this world, that they may always pursue God's wisdom.

For parents, the first teachers of their children, that their faith and love may be an example to us always.

Lord God, your Spirit of wisdom fills the earth and teaches us your ways. Look upon our young people. Let them enjoy learning and take delight in new discoveries. Help them to persevere in their studies and give them the desire to learn all things well. Look upon these teachers and all the staff and supporters of this school. Let them strive to share their knowledge with gentle patience and endeavour always to bring the truth to eager minds. Grant that students and all staff alike may follow Jesus Christ, the way, the truth and the life, forever and ever. AMEN.

May God teach you his ways and lead you [us] to the joys of his kingdom now and for ever. AMEN.

And may almighty God bless you [us] all, + the Father and the Son and the Holy Spirit. Amen.

Book of Blessings (adapted and enlarged)*

AMORIS LAETITA - Pope Francis' 2016 apostolic exhortation on **the joy of love** will be the subject of our twilight school sessions in the Advent term. It will follow on from the World Meeting of Families [August, Dublin] and from discussions with Bishop Peter at recent heads' and deputies' conferences. The family is the nucleus of societal life. Catholic teaching on family life is underpinned by Christ's teaching and the centuries of Church tradition.

We try to live this in a contemporary society that is very different from previous times, so how do we ensure we are faithful and yet serving the people of our own time.

SCHOOLS' COMMISSION *Debbie Main*

Teachers Pay Award – Information for Governors and Directors

The Secretary of State for Education has announced of the new teachers pay award, coming into force from 1 September 2018. Although currently subject to consultation there will be a:

- 3.5% uplift to the minimum and maximum of the main pay range (MPR)
- 2% uplift to the minimum and maximum of the upper pay range (UPR)
- 1.5% uplift to the minimum and maximum of the leadership pay range

Subject to consultation, there will also be a:

- 2% uplift to the minimum and maximum of the leading practitioner pay range
- 3.5% uplift to the minimum and maximum of the unqualified teacher pay range
- 2% uplift to the minimum and maximum values of all grades of TLR payments
- 2% uplift to the minimum and maximum values of the SEN allowance

The DfE originally said that there would be a 3.5% uplift to TLR payment and SEN allowance ranges, but they've since amended this. These pay and allowance ranges will be finalised with the publication of the annual update to the **School Teachers' Pay and Condition Document (STPCD)**, due in early September 2018.

This applies to all teachers in maintained schools (including senior leaders, SENCO, part time teachers and non-agency supply). For academies, the STPCD applies to any teachers whose employment transferred from a maintained school to an academy at the point of conversion and there has been no further renegotiation of their contract. Other teachers at academies should check their contracts and your own pay policy to see if they are employed under the terms of the STPCD.

Support staff, including Teaching Assistants and School Business Managers are not covered by the STPCD.

Where will we find the money? Don't panic, once the final uplifts are agreed the rises are covered in full through extra government funding for 2018/19 and 2019/20. Schools will still need to pay the agreed 1% award as anticipated so unfortunately you can't claw that back into your budget. Governors and Directors can find more information about the STPCD from their LA Governor Service Dept, HR or Legal advisors, the NGA or other governance advisors. You can also contact me on main@nores.org.uk or 01582 723312

From the Director of School Development

Collette Curtis

Welcome back. I hope you enjoyed some well-earned rest and relaxation.

The Future of Catholic Education across the Diocese.

We start the year with 90% of our schools judged good or better by Ofsted. For Inspections of Religious Character this figure is 97.5%. We are fortunate to have a wide range of talented leaders, teachers,

Directors and governors in our schools who are working to support colleagues in and across schools within the partnership. This puts us in a very strong position for the future of Catholic Education in the Diocese. It is current diocesan policy that all schools are expected to become an Academy within a Multi-Academy Trust with schools within their partnership area.

Those schools involved in a MAT have identified a number of advantages of working within a MAT;

- focus on school improvement and accountability for supporting each other
- releasing time for head teachers to focus on improving teaching and the quality of education being delivered in the classroom
- savings from economies of scale
- providing wider opportunities for staff across the MAT leading to retention of valued colleagues
- Catholic leadership development
- Feeling part of the wider mission of delivering Catholic education across a partnership area from Nursery to 18

The disadvantages have been around the difficulties of setting up the financial systems and checks of being a company and the costs of employing central staff with a small number of schools contributing.

In light of feedback from our five diocesan MATs, national research and experience in other Diocese across the country we are reviewing the organisation of our Multi Academy Trusts. Meetings have been taking place with key leaders in Multi Academy Trusts and representatives of heads and governors in Bucks and Milton Keynes. If you would like more information on the areas being discussed please contact the representative head for your partnership area or contact me directly on ccurtis@nores.org.uk

In the light of **Amoris Laetitia (The Joy of Love)** and the whole school NORES training session in your schools this term you might find the following document useful. **Made in God's Image: Challenging homophobic and biphobic bullying in Catholic Schools** A second edition has been published, approved by the CES Management Committee and the Standing Committee of the Bishops' Conference. A link to this guidance is given below and can be found on the CES website. In accordance with the normal protocols you are free to circulate it to your schools.

<https://cesew.sharepoint.com/:b:/g/legal/EcliLF2CdcPj6CotnJIUfEBurRWx46B515FQkc6QCA8oQ>

Updated CES Model Contracts of Employment

The CES model contracts of employment for Catholic schools and academy trust companies have been updated, following consultation with national trade unions. The new versions are available to download at <http://www.catholiceducation.org.uk/employment->

documents. The contracts generator is currently in the process of being updated and will be available to use shortly. In relation to the CES policies and procedures, the consultation has been finalised and the new versions are being prepared for publication.

SECONDARY RE AND THEOLOGY

Paul McHugh

Welcome back to all. I hope that this summer gave time for rest and recreation.

You may remember the email put out in July requesting very prompt return of GCSE and A-level results. I will hope to have all returns by the beginning of September. These returns are very important both for the diocese and also for the CES. Thank you all for your help in this. In the meantime, I wish you all a positive start to this new academic year and may the Spirit of God renew you.

PRIMARY RE

Anne Marie McIntosh

Welcome back. I hope you are all well rested and refreshed after the summer break. I am really looking forward to working with you all.

School Visits I will shortly be arranging the annual school visits for this first half term to St Michael's, High Wycombe, St Teresa's Princes Risborough, Our lady of Peace, Slough, St Joseph's Chalfont St Peter, St Bernadette's Milton Keynes, St Mary's Aston-Le-Walls and Thornton. If there is anything in particular you would like to cover on the day please e-mail me. If you're not due an 'annual visit' this term but would like me to come into school, for whatever reason, then please don't hesitate to contact me.

New Standards in RE The end of phase expectations, in RE, have now been piloted across the county and based on the feedback various tweaks have been made to the statements. The response from the pilot was overwhelmingly in support of end of year expectations. This will clearly take more time and involve many more meetings but it is hoped that a document will be produced which will include end of year expectations. In the meantime, a new document: '**Age – Related Standards (3 – 19) in Religious Education**' was published in June 2018. This is an interim document approved for use in Catholic Schools by The Department of Catholic Education and Formation of The Catholic Bishops' Conference of England and Wales. This document was presented to the annual meeting of Primary Advisers in July and following feedback will now be tweaked before it is rolled out to schools. It is anticipated that most schools will take on the new age-related standards from January following the in-service of these statements at the RE Subject Leaders Day on **Friday 16th November, 2018**. If you have been involved in piloting these materials there is very little change.

MAT / Partnership RE Subject Leader Meetings

Please send me the dates of your meetings for this academic year. Thank you to those of you who have

sent them already. I shall make every effort to attend these meetings as they are vital to the continuity and development of RE in our schools. It has been great for me to be a part of these groups, to work alongside you and struggle with you on the issues at hand. Thank you.

Inset The whole school inset this year will be on 'Love in the Family' based on the post – synodal apostolic exhortation of Pope Francis '**Amoris Laetitia**'. The dates for these various sessions around the diocese have been sent out to schools on a separate flier.

Come and See Inset: 25 Sept 2018 and 7 Feb, 28 June 2019, three dates are available for Come and See training in preparation for each term.

SEF RE and Data Please send your completed SEFRE to Jackie [admin@nores.org.uk] Please note this is the last time we will collect data on the levels of attainment. Next year the data collection will be based on the % of children achieving the expected standard.

My prayer for you all at the beginning of this new year..... 'This then, is what I pray, kneeling before the Father, from whom every family in heaven and on earth takes its name. In the abundance of his glory may he, through his Spirit, enable your inner most self to grow strong, so that Christ may live in your hearts through faith, and then, planted in love and built on love, with all God's holy people you will have the strength to grasp the breadth and the length, the height and the depth; so that, knowing the love of Christ, which is beyond all knowledge, you may be filled with the utter fullness of God' (Eph. 3. 14 – 19)

And finally Don't forget if there is anything I can do to support you please do get in touch.

CAFOD NEWS

Deborah Purfield



Welcome back! We hope you had a great summer break. We're delighted to help get your school year off to a great start with our **Brighten Up** resources this harvest. Last year, many schools helped make the world a brighter place for communities living in extreme poverty. Your fundraising has enabled us to work alongside the poorest communities as they find ways to overcome their many challenges. Thank you! We can't wait to see how your school will **Brighten Up** for Fast Day - **Friday 5 October**. Organising your own bright fundraiser is simple and fun ideas can be found on our website. In the previous academic year, CAFOD volunteers made over 42 school visits in our diocese which have been very welcomed. Thank you to all the schools who have invited us in. We are looking forward to delivering more exciting and insightful assemblies and workshops. Please book your visit early. For more details do get in touch: Website : cafod.org.uk dpurfield@cafod.org.uk, 01844 274 723.

ADULT FAITH FORMATION, CATECHESIS and CHAPLAINCY

Alex Heath

Retreat Opportunity Welcome back to the new term and I hope you all had a blessed and refreshing summer break. As part of our Diocesan Year of Prayer & Vocation and to supplement the many resources and opportunities available we are offering a day retreat this October. **"Your God will be my God" – a retreat based on the Book of Ruth** on Saturday 20 October 2018, 10.30am arrivals, for 11am – 4pm at the Bridgettine Guesthouse, Fulmer Common Road, Iver Heath, Bucks SLO ONR and will include:

-Guided reflections on the Book of Ruth

-Opportunity to meet others & enjoy the beautiful setting

-Opportunity for personal prayer & silence

-Optional Sunday Vigil Mass at 4.30pm

The retreat costs £30 per person { To book your place please send a cheque payable to 'RE Service' for £30 per person [includes lunch, tea and coffee] with your name, phone number and email address to: "RUTH RETREAT AT IVER HEATH", NORES, Diocesan Pastoral and RE Centre, 33 Westbourne Road, Luton LU4 8JD
School Chaplaincy Training Days The booking form for these will now be with all schools. A reminder that our first day takes place quite soon on Tuesday 2 October 2018. Led by Mgr Kevin McGinnell, Anne-Marie McIntosh our Primary RE Adviser and myself this will be a valuable opportunity for all who are involved in planning, preparing and leading school liturgies to learn or be refreshed in the essential elements you need to know and use. Please see the booking form for more details or contact the NORES Office.

A New Mass Setting I have been working on composing a new Mass setting (Mass of Our Lady & St John) that is easy to pick up and sing. It will be mainly responsorial so that students can easily hear and repeat short phrases. Once it is learnt it can be sung as a through setting rather than echoed line by line. If any school would be willing to help me trial it please let me know as I'm currently in the process of making final changes. Once complete and has the necessary approval and permissions, I hope to be able to make it available to all our schools for use in school liturgies.

MISSIO NEWS

Fr Wayne Coughlin



With more time to read than normal (due to the hot weather!), I came across the following in the book *Reclaiming the Piazza II: Catholic Education and the New Evangelisation*, "One of the main charities our primary schools support is Missio.. This is important as the work of *Missio* links the Corporal and the Spiritual Works of Mercy. Working in tandem with Catholic primary schools it children to do two things every day: pray for the children in mission areas of the world and donate a small coin.

Missio funds help to build clinics, supply medicines and nutritional help, support education projects for children and provides missionaries to spread the teachings of Christ." I can't add anything to that! One way your school can be involved with *Missio* is through its new school assembly called: **Together in Jordan**. This focuses on Sandra, an Iraqi refugee living in Jordan. It is children in Britain, through prayer and fundraising, who are helping refugee children like Sandra to rebuild their lives having experienced terrible atrocities. Download the assembly, and other wonderful resources, at: <https://missiontogether.org.uk/teachers-resources/> - you might also consider inviting someone from *Missio* to come and deliver the assembly for you! Fr Wayne Coughlin - parishpriestbedford@gmail.com

PRAYING WITH OUR SCHOOLS

PRAYER INTENTIONS – ask the school to pray with the Pope for his intentions for September- That young people in Africa may have access to education and work in their own countries.

FEAST DAYS - pray for the schools who celebrate their feast day-

3 September	St Gregory's Primary Northampton
8 September	St Mary's Primary, Northampton, Our Lady's Primary Wellingborough
24 September	Our Lady of Walsingham Primary, Corby
27 September	St Vincent's Primary, Dunstable
29 September	St Michael's, High Wycombe

DATES for YOUR DIARIES 2018/19

STAFF NEW to the DIOCESE - 28 September 2018

a day for all staff beginning in one of our schools in September 2018 – a chance to meet others coming into the diocese, to meet the NORES team and other diocesan agencies – a time to reflect on what it means to come to work and enjoy a fulfilling life in a Catholic school. Schools are asked to get this date into your diaries and book as soon as you can. admin@nores.org.uk

OUR CATHOLIC SCHOOLS WEEK 2018

begins on Monday 8 October. During the week we hope you will find the materials we are sending out useful to

- celebrate Catholic education in your school
- to link in different ways with other schools in your partnerships and multi-academy Trusts
- to work with your local parish[es] especially being present in the churches on Schools Sunday

OUR SCHOOLS MASS is on Friday 12 October, 11am in St Mary's Church, Dunstable with Bishop Peter. It will be a chance for our schools to celebrate his 50th anniversary as a priest.

NORES LECTURE this year is on Sunday 14 October at 4pm. Sister Elizabeth Mary and Sister Eva will take up the theme of our diocesan Year of Prayer and Vocation and explore what does it mean for us to be Christians today, serving God and one another in the Catholic Church. Sister Elizabeth Mary is the prioress of the Bernardine Sisters in Stroud whither they moved from St Bernard's, Slough. So it is lovely to welcome her back to the diocese where she taught.